



2003-04 University of Wisconsin System Council of Academic Staff Representatives Meeting Minutes

Thursday, November 20, 2003

9:00 a.m. - 1:30 p.m.

9:00 Legislative Update

Linda Weimer, Vice President for University Relations

The Economic Summit was held on October 27-28 and it was well-attended. The summit serves to link the UW System and the economy of Wisconsin. For information, check out the Economic Summit link:

<http://www.wisconsin.edu/summit/archive.htm>

A topic of concern is the federal reauthorization of higher education next year and financial aid is going to be a battleground.

The Legislative Audit Bureau is continuing its audit of the UW System.

9:30 Human Resource Issues

George Brooks, Associate Vice President for Human Resources

Chuck McConnell, Assistant Vice President for Human Resources

Health insurance premiums have been set in three tiers. The premium will be taken out of paychecks beginning December 1. There may be further adjustment to the tiers. See attached for more information.

At the teleconference, a number of representatives discussed job security issues and conditions of employment. At UW-Eau Claire, administrators are considering changing appointment letters to remove conditions of employment statements that pertain to budgetary situations. Additionally, representatives stated that they would prefer layoffs to changes in the rolling horizon contracts. Many said this would be a way to show "pain" with the budget cuts; the media would be more likely to pick up on a story about layoffs than non-renewals.

The one percent raise slated for 2004-05 will be distributed to all system unclassified employees that have a satisfactory performance.

10:30 Course Schedule Identification

Frank Goldberg, Associate Vice President for Policy Analysis and Research

There is no Board policy that requires institutions to list whether a course instructor is faculty, academic staff or graduate assistant. The requirement emanated from a 1993 Accountability Task Force in which the UW increased accountability in exchange for flexibilities (which it, ultimately, did not receive). The Board accepted the report of the Accountability Task Force. The Board followed this protocol for three biennia. The requirement was dropped in 1999 "on the grounds that such identification provides no useful information to students and that accountability for providing quality instruction is demonstrated in the Achieving Excellence report."

10:45 UW System Sloan Project for Academic Career Advancement

Bernice Durand, Executive Director

Louise Root-Robbins, Director of Research/Administration

Fran Garb, Institutional Liaison/Academic Planner

Emily Gilbert, Administrative Specialist

The PowerPoint presentation is either attached to this email or is available on our website: <http://www.uwsa.edu/srvpadm/asreps/agendaminutes.htm>

The goal of the program is to increase flexibility and options for employees and encourage them to have a good career without sacrificing their personal life.

Academic Staff Representatives suggested a number of ideas to the project managers to consider when doing research. These included studying the attitudinal and cultural differences between academic staff and faculty on each other. Also, representatives asked about the use of academic staff as a "flexibility," when job security is a key issue for the employees.

11:15 Budget Issues

Freda Harris, Associate Vice President for Budget and Planning

The Wisconsin Department of Revenue should have an economic outlook report by Thanksgiving. The Legislative Reference Bureau will use this information and in January, issue a comparison on the expenditures and the revenues for the state. This data will help budget planners the information needed to decide whether a budget adjustment bill will be necessary next year. There will be a structural deficit in 2005-07 budget, so cuts to the UW System may again happen.